Oracle Payroll

ORACLE®
E-BUSINESS SUITE
HUMAN RESOURCES
MANAGEMENT SYSTEM

Oracle® Payroll is a high-performance; graphical, rules-based payroll management system that is designed to keep pace with the changing needs of your enterprise and workforce in order to reduce set-up costs, administrative time and processing errors. Oracle Payroll is a key component of the Oracle HRMS suite of applications that are engineered to work together. Oracle Payroll also operates globally and consistently in every country we support, using a highly scalable processing engine designed to make use of the features of the Oracle database for parallel processing, resulting in optimal performance.

KEY FEATURES

• Rules-Based Payroll Solution

• Innovative Compensation Plans

• Paperless Payroll Processing

• Fast Formula

• Extensible, Efficient Administration

• Trusted Accuracy and Security

• Controlled Payroll Costs

• Integrated Set of Applications

• Multinational Support

• Paperless Payroll Processing

• Continuous Calculation Engine

• Retroactive Processing

• Complete Payment History

KEY BENEFITS

• Monitor your regular payroll cycle, from data entry to fully reconciled results and view payroll results.

• Provide payroll reports based on employees language and currency

• Language support for professional user on forms

• Local extensions that address local payroll requirements.

Rules-Based Payroll Solution

Your company's unique payroll management requirements demand the ability to configure a payroll solution without losing the benefits of a standard, supported package. Oracle Payroll provides a unique, data-driven approach that enables you to define and manage your diverse payroll requirements that reflect your business policies. With Oracle Payroll, you can quickly and easily process payrolls based on the frequency required by your organization. If you need to recalculate payments on an during a payroll run, Oracle Payroll allows you to easily recalculate individual payments while preserving the run's other results.

You can also generate online pay calculations for one-time payments and what-if scenarios. For large worker populations, the Oracle Payroll system allows for multiple groups of employees to be processed simultaneously thus shortening the processing time. Oracle Payroll also allows for concurrent post payroll reporting. This means that once the payroll calculation process completes, you can process payments, post-payroll reports and costing transfers to General Ledger all at the same time.

Innovative Compensation Plans

In today's rapidly changing, competitive workplace, you need to motivate your employees with innovative and attractive compensation and benefits plans. Oracle Payroll is fully integrated with Oracle's Total Compensation approach to compensation and benefits. Use our powerful eligibility and life event detection to automate every aspect of cash and non-cash compensation management, while ensuring that these changes are automatically processed within Oracle Payroll. From salary, overtime, and union deductions to company cars, health insurance, and company pension contributions, Oracle Human Resources manages every aspect of direct compensation for your entire enterprise.

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- Date, character set and monetary formatting supported by country, allowing for a single global data base instance
- International Payroll allows for customers/ implementers to configure payroll calculations for countries not yet delivered with a local extension

Fast Formula

Oracle Payroll gives you complete control over your processing rules and calculations, even the most complex ones. Fast Formula is a powerful way to model business rules. With Fast Formula, Oracle Payroll's easy-to-learn calculation feature, you can quickly specify detailed payroll calculations using conditional logic and references to any Oracle Human Resources, Oracle Payroll, and Oracle Advanced Benefits or Oracle Time & Labor information.

Payroll implementers and administrators can quickly create new Fast Formulas, copy existing Fast Formulas, and test Fast Formulas using Fast Formula Assistant a web-based, intuitive tool. Fast Formula Assistant enables you to quickly:

- Choose and compile multiple Fast Formulas
- Generate line numbers for formula text so that you can easily locate errors
- Syntax Highlighting – differentiates comments from the actual business rule
- Upload or download formula text into a file so that you can use an external editor to edit your formula text
- Generate specific Fast Formula templates based on formula types
- Download and upload without using cut and paste
- Include required functions and database items in the formula text

Extensible, Efficient Administration

With Oracle Payroll, comprehensive personal information is readily available, and using standard product features, you can extend the database to accommodate your unique information requirements. Because Oracle Payroll maintains a single data repository, you eliminate duplication and reduce data-entry time; therefore, streamlining your administration.

Trusted Accuracy and Security

Oracle Payroll provides a trusted solution to the inherent payroll requirement for accuracy and security. All the information you need to check and reconcile your payroll is available easily and efficiently, and more importantly, to the appropriate, people. There is a number of control points in the Oracle Payroll module, from the security discussed above to the exception reporting. The exception reporting will alert you to any "out of ordinary" conditions.

Some examples include people who had gross earnings but no net, earnings (broken down by type if desired) that exceed a given value or a given percentage increase over last process, or expiring work permit/visa information. All these are in addition to the standard audit reports.

Controlled Payroll Costs

Oracle Payroll gives you online access to your payroll information, so you can track and monitor employee labor costs, which is often your organization's highest expense. For example, payroll users can view pay related information including employer costs and liabilities via reports and queries for instant answers to complex questions.

Integrated Set of Applications

As part of the Oracle E-Business Suite, Oracle Payroll is fully integrated with Oracle General Ledger and Sub Ledger Accounting and Oracle Cash Management. This integration allows you to standardize and automate processes and rationalize systems to increase operational efficiency.

Sub Ledger Accounting allows multiple accounting representations for a single business event, resolving conflicts between corporate and local fiscal accounting requirements. It retains the most granular level of details in the accounting model, with different summarization options in the General Ledger, allowing full audit ability and reconciliation. This increases the transparency and enables full audit ability of the transaction and accounting data.

Oracle Payroll supports the Common Single Bank Model. This model provides flexibility in configuring and reconciling payroll disbursements without impacting the Payroll payment model and its seeded configuration by the legislation or customization by customers. The bank account is used within other Oracle products such as Payables, Receivables, and Cash Management, etc.

Multinational Support

Oracle Payroll supports multinational work forces, with support for payroll calculations in each worker's base currency. Oracle Payroll also automatically converts currency during the master payroll process, using the General Ledger currency conversion tables.

Additionally, you are able to select the language in which you wish to view specified reports and forms. For example, one Canadian employee can select to view a payroll report in Canadian French while another Canadian employee in the same run wishes to view their data in English. This is all based on the language preference that the employee selects and is done dynamically in the report runs.

Like all Oracle applications, the global character set (UTF-8) is supported which allows for all countries to be processed in a single database. Date Formats and monetary formatting is also supported based on the different country needs.

Oracle Payroll's architecture uniquely supports a global organization's payroll requirements. You can implement Oracle Payroll's core payroll engine, known as Core plus, and then install each local extension to add the necessary functionality, reporting, and processes for each country in which you process payroll. For those countries in which Oracle does not yet provide a local extension, with our International Payroll solution customers or implementers can configure what is needed for calculations in any country. Standard configuration capabilities are used within the Oracle Payroll module so they are fully upgradeable.

Paperless Payroll Processing

With Oracle Payroll and Oracle Self Service your employees have the capability to make their own updates to their payroll related data. This cuts down on transcription errors, reduces the cycle time to get the data updated and eliminates thousands of dollars in printing costs. The global Oracle Payroll self-service components include: maintaining personal details, direct deposit bank details, updating and maintaining voluntary deductions and viewing employee's pay information. You can choose to

configure your online pay slips to show information for your employees that is pertinent to your organization.

Continuous Calculation Engine

The Continuous Calculation Engine lets you spread the payroll processing workload across the payroll period, reducing both cycle times and the required processing footprint. You can perform the payroll processing (including gross to net calculation, costing and prepayments) at the beginning of the pay period; then as changes, which affect employees' pay, occur throughout the pay period, continuous calculation automatically detects those changes and reprocesses those employees.

You can schedule the frequency of this reprocessing to be, for example, daily, every other day, weekly, etc. Therefore, at the end of the pay period, the outstanding payroll processing is only a small subset of employees with late changes affecting pay.

Paycheck Modeling

Paycheck Modeling enables you and your employees to perform payroll what-if analysis. This feature facilitates you to make decisions regarding various benefit options and savings using the estimates. It also enables your payroll administrators to answer employee queries regarding the take- home pay or to perform what-if analysis for payroll planning.

Payroll Dashboard

Payroll Dashboard enables your administrators to monitor different payroll related processes in a dashboard. Before processing your payroll, you can check Payroll Readiness. Payroll Readiness checks the pre requisites conditions required for processing payroll as configured by your payroll administrator. From the dashboard your administrator can perform Payroll Run, Retry or Rollback processes.

Retroactive Processing

You can make retroactive adjustments to employees' past earnings or deductions based on changes to pay rates, benefit elections, or other information. Retro Notification will automatically detect these changes and notify you of changes that will impact pay. At this point, you decide which people should be run in the Retropay process. RetroPay automatically calculates the difference between the newly calculated and original amounts, and records the adjustment for subsequent processing.

Complete Payment History

Using Oracle Payroll's Date Track, you can examine employee payment history at any time. You can change your current session date to a past date and see earnings, deductions, and associated calculations exactly as they were on that day. Date Track History lets you view changes to an employee's record over any time period you specify. Date Track also allows you to put start and stop dates on pay-related information.   Once history is no longer required, you can purge the unneeded data to make efficient use of your database space.

Oracle E-Business Suite—The Complete Solution

Oracle E-Business Suite enables companies to efficiently manage customer processes, manufacture products, ship orders, collect payments, and more—all from applications that are built on unified information architecture. This information architecture provides a single definition of your customers, suppliers, employees, and products—all important aspects of your business. Whether you implement one module or the entire Suite, Oracle E-Business Suite enables you to share unified information across the enterprise so you can make smarter decisions with better information.

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For more information about [insert product name], visit oracle.com or call +1.800.ORACLE1 to speak to an Oracle representative.

Hardware and Software, Engineered to Work Together

Oracle is committed to developing practices and products that help protect the environment